

THE PASTORAL AND MINISTERIAL TEAM

SENIOR PASTOR

The Senior Pastor is the recognised leader responsible for determining and providing spiritual, visionary, cultural and pastoral leadership for the church. The Senior Pastor provides a fair and efficient forum for both the ministers, elders, deacons and leaders to discuss policy, programmes, personnel, and theological issues relating to the church.

This position counsels the ministers, elders and appointing committee in procedures and policy for congregational elections of new officers and provides for training of new officers and for examination and service. The Senior Pastor provides leadership to the Worship Team (pastors and musicians). The Senior Pastor also provides staff training for pastors, ministers and leaders which is designed to focus on the mission and vision of the church.

Duties and Responsibilities

- As a pastor of the church, she or he is to be responsible for a quality of life and relationships that commend the gospel to all persons and that communicate its joy and its justice.
- The pastor is responsible for studying, teaching, and preaching the Word, for administering Baptism and the Lord's Supper, for praying with and for the congregation.
- With the ministers, the pastor is to encourage the people in the worship and service of God; to equip and enable them for their tasks within the church and their mission in the world; to exercise pastoral care, devoting special attention to the poor, the sick, the troubled, and the dying; to participate in governing responsibilities, including leadership of the congregation in implementing the principles of participation and inclusiveness in the decision making of the church; and to assist the church in its task of reaching out in concern and service to the life of the human community as a whole.
- The pastor is to share in the ministries of sympathy, witness, and service.

Educational Requirements

The Church shall train all leaders irrespective of status or qualifications. To fulfil the necessary educational requirements to be considered for ordination, a candidate for the position of a pastor shall:

- Have continuous leadership and membership status for a minimum of three (3) years.
- Have served in leadership positions for not less than two (2) years and fully completed the Ministry and Missions Covenant Courses.
- Demonstrate evidence of competence in the fields of theology, the Bible, and of worship and the Sacraments to the elders.
- Express theological views compatible to Assemblies of God statement of faith.
- Reveal commitment to the ministry of the Word and Sacrament with personal maturity, spiritual depth, and a capacity to respond to the needs of others, including colleagues in ministry.

Procedures for Calling Pastors

The following procedures shall be followed when calling a Pastor for service in the church.

- Meet the character qualifications as outlined in 1Timothy3:1-11 and Titus1:5-9
- Pastor shall be holders of full AOG ministerial or probationary status either in the UK, Ghana or any part of the world and in good standing with AOG.
- He / She shall have served on the Ministerial Team of the church for a minimum of two (2) years. Having already served in leadership positions for at least two (2) years and fully completed S.H.A.P.E (Ministry Covenant Course).
- All seeking pastoral position shall first meet the Senior Pastor and upon his/her advice submit a written application before invited for interview and screening by the pastoral team.
- Be prepared to serve a minimum probation period of six (6) months

- Appointment of pastors shall be at the discretion of the Senior Pastor in consultation with the Trustees.

MINISTERIAL TEAM (MT)

Ministers shall be gifted members of the church who demonstrate a distinct call of God and operates in one or more of the fivefold ministerial gift (Pastor, Apostle, Prophet, Teacher and Evangelist) as outlined in Eph. 4:11. They will be brought together to form a Ministerial Team serving and acquiring training from the Senior Pastor at his discretion.

The Senior Pastor appoints people to the MT with the guidance of the existing MT and Elders where appropriate.

Duties and Responsibilities

- The MT are the prayerful guardians of the church and meet together to pray for the fellowship and the sick when called upon.
- They shall encourage cooperation with other churches and Christian organisations provided that all activities resulting from such cooperation are consistent with the vision and outworking of the church.
- They support the Senior Pastor in discharging his/her duties and responsibilities.
- They support the Senior Pastor in clarifying and administering the vision, values, culture and strategy of the church and in caring for the congregation.
- Their regularly meetings is recorded to monitor the topics covered, decisions made and any actions required.
- Members of the MT may be required, as and when appropriate, to lead departments, manage and support departmental heads and undertake specific ministry activities.
- The MT is not responsible for the Trustee Management of the church.

Procedures for Calling Ministers

To be eligible for appointment to the MT, a person shall:

- Meet the character qualifications as outlined in 1Timothy3:1-11 and Titus1:5-9
- Be a continuous member of the church prior to appointment and served in leadership positions for a minimum of two (2) years having fully completed S.H.A.P.E
- First meet the Senior Pastor and upon his advice submit a written application before invited for interview and screening by the pastoral team.
- Be committed to and actively supporting the work and vision of the church and the Senior Pastor
- Be prepared to serve a minimum probation period of six (6) months
- Appointment of pastors and ministers shall be by the Senior Pastor

Newly appointed MT members shall receive an induction that should consist of:

- The vision and aims of the church
- Safeguarding Policy, Guidance and a DBS Check;
- A copy of all other church policy & procedure documents;
- A description of the role and responsibilities;
- Any other relevant information.

The Leaving of the MT

- A member of the MT may resign at any time; preferably after giving three (3) months' notice to the Senior Pastor.
- He/she may be removed from office by the Senior Pastor whenever it appears to them to be in the best interests of the church. Any removal should be formally minuted by the MT.

- Any complaint about a MT member must be made to the Senior Pastor who may take such action as, in their opinion, is in the best interests of the church, and may suspend the MT member concerned from office whilst the complaint is under consideration. Complaints should be investigated using processes similar to those used and recommended by AOG GB where possible.

ELDERSHIP

Eldership of the church shall be distinguished personalities appointed by the Senior Pastor in consultation with the MT. However, recognising the fact that the Lord raised up from time-to-time, persons who fulfil the scriptural requirements of Elders (Titus 1:5), the Senior Pastor shall bring such persons to the congregation for acquiescence and recognition. This group of people shall *Serve, Protect and Care* for the church (1 Tim 3:5).

Procedures for Calling Ministers

In order to be appointed, an Elder must:

- accept the church's Fundamental Statement of Faith
- Satisfy the Eldership requirements of scripture (1Tim 3:1-13, Titus 1:6-9, Acts 20:28)
- be committed to the work of God and the vision of the church
- have served the church faithfully for a period of at least three (3) years
- have a proven record and respect among the congregation
- be nominated and screened by the MT, subsequently introduced to the church and recognised by the congregation for appointment
- be prepared to act in congruence to the overall local church's objective
- be seen as a person who has passion for the church and does not demonstrate any act of omission or commission depicting a conflict of self interest
- be seen as a team player who is willing and able to work with others, according them the requisite respect and co-operation where appropriate.

Duties and Responsibilities

The specific functions of the Elders will include:

- being responsible in aiding the Pastoral Team to implement fully the vision and mission of the church
- Supporting the Pastoral Team in the areas of ministry where necessary in feeding the flock (1 Peter 5:2 etc.)
- encouraging the development of the various departments within the ministry
- participating in members pastoral concerns including counselling and visitations, with the consensus of the Pastoral Team
- With the agreement of the Pastoral Team, representing the church at conferences, seminars, symposia etc.
- represent the church at Regional and National AOG events and concerns, as may be specified by the Pastoral Team
- liaising with departmental leaders in formulating their departmental visions, goals and targets to be congruent with the church's overall corporate vision
- liaising with the existing Pastor(s) in filling a Pastoral vacancy, when necessary
- Performing the role and functions of Pastors in situations when no Pastor is available and the rights have been confirmed on them.
- all other functions as may be specified by the Senior Pastor

The Expectations from a Prospective Elder(s):

- **Commitment:** It is especially important for the Elders to be committed to God, the vision for the church, their family(ies), the fellowship and the outreach of the church. The

congregation needs to know that its leaders have a clear understanding of the mission of the church especially in its outreach. It has been said that church growth is “caught” rather than taught. When an Elder enthusiastically models a commitment of his or her time to outreach ministry, others catch the same spirit and commit themselves to the mission of the church. An Elder should schedule time for ministering to the unsaved.

- **Leadership Involvement:** The involvement and leadership of an Elder (in line with the Pastors provisions) can make a tremendous difference in the services of the church. Quality leadership and participation can transform a dull, lifeless function or service to a meaningful celebration and praise. Skills of Elders in worship leadership, such as the reading of scripture, offering public prayers, coordinating services and delivering sermon (occasionally) are part of congregation’s expectations.
- **Mentorship:** The spiritual life of an Elder should constantly lead members of the church to seek a deeper spiritual experience for themselves. 1 Tim 3, describes the Christian Life of an Elder in these words: “... above reproach, the husband of one wife, temperate, prudent, respectable, hospitable, able to teach, not addicted to wine or pugnacious, but gentle...” An Elder should model, a higher ideal for each member to reach. The Elder should reflect the gifts of the fruits of the Spirit in his/her relationship with others: love, joy, peace, long suffering, kindness, goodness, faithfulness, gentleness and self-control.
- **Positive Contribution:** An Elder should always attempt to make a positive contribution to the organisation and progress of the church. While doing this, he or she should not try to dominate or control but rather enable others to participate in decision-making in the church and ministry. An Elder often serves in an advisory capacity to various departments, committees, and projects. In doing this, the Elder provides unity among the various programs of the church, communicates progress to the Pastoral Team and encourages a unified mission.

Discipline of Elders

In the event of an Elder either departing from the Biblical standard for a Christian leader, and or behaving habitually in a manner unbecoming of a Servant of the Lord or failing to perform his duties, it shall be the duty of the Senior Pastor in the first instance to admonish him/her. However if it becomes obvious that such an Elder is still obstinate then the Pastors, Ministers and remaining Elders shall attend to his/her discipline or removal from office.

An Elder shall cease to be in office when:

- **Resigned:** A resigning Elder shall in normal circumstances, must give three (3) months’ notice to the Senior Pastor.
- **Removed:** An Elder may be removed from office:
 - a. when found to be living in a manner contrary to teachings of the Bible
 - b. when found to be living in a manner contrary to the visions and aspirations of the church
 - c. when no longer accepts the church’s Fundamental Statement of Faith
 - d. when it becomes obvious that the Elder is incapable of performing the duties and responsibilities as outlined
- **Term of Office:** An Elder will be elected to serve for a fixed term of 5 years of which he/she may be re-appointed for another term.